

**POLICE AND FIRE  
COLLECTIVE BARGAINING AGREEMENT SUMMARY FORM**

**Section I: Agreement Details**

Public Employer: Lower Alloways Creek Township County: Salem  
Employee Organization: Lower Alloways Creek Police Officer's Association an Affiliate of FOP Lodge #6  
Base Year Contract Term: 1/1/2011 12/31/2013 New Contract Term 1/1/2014 12/31/2019 Employees in Unit: 11

Type of Settlement: ☐ Arbitrator's Award ☐ Fact-Finder Recommendation ☒ Voluntary Settlement

**Section II: Statutory Definition of Base Salary**

N.J.S.A. §4:13A-16.7(a): Base salary is the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount provided for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension, and health and medical insurance costs.

	Base Year - Total Costs (Last Year of Previous Agreement)		New Base Year - Total Costs (First Year of Successor Agreement)	
	Column A Economic Inside Base Salary	Column B Non-salary Economic Outside Base Salary	Column C Economic Inside Base Salary	Column D Non-salary Economic Outside Base Salary
<b>Section III: Economic - Costs inside base salary</b>				
Salary .....	\$830,000	N/A	\$846,000	N/A
Increment .....	\$0		\$0	
Longevity .....	\$0		\$0	
<b>Section IV: Additional Costs</b>				
List economic items: indicate either inside or outside base salary as agreed to between the parties.				
Item Description				
Item 1 .....				
Item 2 .....	\$4,680		\$4,680	
Item 3 .....		\$500		\$500
Item 4 .....		\$8,800		\$8,800
Item 5 .....	\$50,000		\$57,500	
Item 6 .....				
Item 7 .....				
Item 8 .....				
Item 9 .....				
Any additional items list on separate sheet				
<b>Section V: Totals - Sum of costs in each column</b>				
	\$884,680	\$9,300	\$908,108	\$9,300
	(Total Economic Section III & IV)	(Total Non-salary Economic)	(Total Economic Section III & IV)	(Total Non-salary Economic)

**Section VI: Analysis of new successor agreement**

Total Economic Base Year (previous agreement) \$884,680

Effective Date (m/d/yyyy)	1/1/2014	1/1/2015	1/1/2016	1/1/2017	1/1/2018	1/1/2019
Percent Increase .....	2%	2%	3.95%	3.95%	3.95%	3.95%
Actual dollar increase .....	\$16,250	\$34,200	\$53,500	\$74,400	\$96,600	\$120,600
Total Economic Costs (successor agreement) .....	\$16,250	\$34,200	\$53,500	\$74,400	\$96,600	\$120,600

**Section VII: Impact of Settlement - average annual increase over term of agreement**

Percentage impact (average per year over term of agreement) 3.95  
Dollar impact (average per year over term of agreement) \$65,000

**Section VIII**

Medical Costs	Base Year					
	Year 1					
Cost of Health Plan .....	\$24,209	\$25,061	\$26,200	\$27,300	\$28,400	\$29,500
Employee Contributions .....	\$1,000	\$2,300	\$2,700	\$4,000	\$5,000	\$5,000
Prescription .....						
Dental .....	\$1,056	\$1,130	\$1,200	\$1,300	\$1,425	\$1,600
Vision .....	\$200	\$200	\$200	\$200	\$200	\$200

The undersigned certifies that the foregoing figures are true and is aware that if any of the foregoing items are false, s/he is subject to punishment.

**Section IX**

Prepared by: Ronald L Campbell Sr. Title: Municipal Clerk  
Ronald L Campbell Sr. Date: 8/4/2015  
Signature